

Abbi Laushine Investigation Notes

Laushine Dep x 1

"Incident"
Documentation

9/2 Offsite meeting w/ Barbie

discussing problems, + issues in unit. She Does not feel comfortable discussing on site. Meeting held at 4's.

Discussed - racial slurs

~~2 hour
meeting
Barbie did not
want me to do
anything from unit
reprimand after meeting~~

People not working in learning environ.
People should feel thankful they have jobs.

Much socializing / personal calls
to Charles Edwards, Allen, etc.

9/16 Episode w/ Shauna - racial slurs + threat of violence.

Started w/ Ernie G about people calling coworkers names.

~~Barbie apologized.~~
Barbie + Shauna - started arguing on floor - I stopped it + took each one in conference room separately. Stated that this behavior was unacceptable + that if it continued further action would be taken. I spoke w/ Barbie for about an hour. She reiterated that people not doing work, slurs, not working as a team.

I spoke w/ Shauna right after she apologized, stated that Barbie was a trouble maker + that this type of behavior would not happen again. I again explained that further action would be taken. Meeting lasted about 10-15 minutes.

Later that same day:

Barbie ~~catches me~~ catches me near Charles office + states that she over heard Shauna issue racial slurs + threaten violence to someone on the (1)

phone. She stated she heard Shauna say I know people, she doesn't know who she is messing with, I could have some one waiting for her in the garage." Also said was the piece of white trash that sits in front of me:

In this information I got Charles Edwards on a conference call + discussed options, we then brought Barbic in for her details of the story asked her questions + would she mind if we told Shauna what she said.

Barbic was visibly nervous, + shaken Charles stated She wanted thought it okay but wanted to check w/ her husband. Charles stated that we need to deal w/ her the employee + he also understood the reasons for her wanting to discuss it with her husband. We let Barbic go for the day because of how upset she was.

We then called in Shauna and asked her if she said the things Barbic accused her of. She denied that she said them. Charles then explained UNA's policy on threats in the workplace + racial slurs. Both were grounds for immediate termination.

Shauna again stated Barbic is a troublemaker + that other people in the unit warned her about how Barbic gossips + spreads rumors + listens in on personal phone calls.

The next w/

②

Tuesday the 5th

Barbie states she needs 1/2 personal day

Wednesday the 6th

I meet w/ Barbie again, she cannot work. This is really affecting her work. She cannot concentrate + is very unsettled.

Talks about getting physically ill on the way home from work.

Suicide thoughts came into play also. Doesn't know if she can go on.

I did my best to reassure her but again I did not have the feeling I was being effective.

Another 2 hour meeting.

After meeting w/ Barbie discussed concerns w/ Charles + Jim.

Both contemplating what is the next step.

Thursday the 7th

Barbie takes another personal day.

Friday the 8th

Barbie off - CBH Day

Monday 11th

No show for Barbie

No phone call stating she'll be out.

I have some concern, I reach Charles at home, he calls her house and leaves message, waiting for return.